

## **ARTICLE 20**

### **WORK RULES**

In accordance with Article 5 of this Agreement, Management Rights, and in accordance with the Rules of the Michigan Civil Service Commission, the Employer has the unlimited right to make reasonable work rules, including, but not limited to, operational procedures and guidelines, which regulate conduct, safety and health of employees. Additions to or changes in work rules promulgated by the Employer which are generally applicable to employees in these Units shall be provided to MSEA Central Office at least 30 calendar days prior to their effective date in non-emergency situations. Should MSEA wish to discuss such work rules prior to their effective date they shall so request as soon as possible but no later than 10 calendar days prior to their effective date. Work rules promulgated on a local basis shall be discussed locally. Work rules promulgated on a departmental level shall be discussed at the departmental level. It is the intention of the parties that such discussions shall be held in an informal context and shall not require the convening of a Labor-Management Committee Meeting. If after timely notice by the Union such meeting cannot be held prior to the implementation date because of Management's unavailability, the implementation shall be delayed until such meeting can be held. Rule changes established in emergencies shall be promulgated as soon as possible. MSEA shall have the right to timely grieve the reasonableness of a work rule.

Work rules shall be discussed at the initiative of either party in Labor-Management Committee Meetings.